

RIGHTS AND RESPONSIBILITIES

STATEMENT OF NONDISCRIMINATION

ZENDA TELEPHONE COMPANY INC is the recipient of Federal financial assistance from the Rural Utilities Service, an agency of the U.S. Department of Agriculture, and is subject to the provisions of Title VI of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, the Age Discrimination Act of 1975, as amended, and the rules and regulations of the U.S. Department of Agriculture which provide that no person in the United States on the basis of race, color, age, religion, national origin or handicap shall be excluded from participation in, or admission or access to, denied the benefits of, or otherwise be subjected to discrimination under any of this organization's programs or activities.

The person responsible for coordinating this organization's nondiscrimination compliance efforts is **KATHY PRICE**, General Manager. Any individual, or specific class of individuals, who feels that this organization has subjected them to discrimination may obtain further information about the statutes and regulations listed above from and/or file a written complaint with this organization; or **USDA**, Director, Office of Civil Rights, Room 326-W, Whitten Building, 1400 Independence Avenue, SW, Washington, DC 20250-9410, or call (800)795-3272 (voice) or (202)720-6382 (TDD). **USDA** is an equal opportunity employer. Complaints must be filed within 180 days after the alleged discrimination. Confidentiality will be maintained to the extent possible.